Government of Alberta

Alberta

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May 2011

SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS
For the Period Ending May 31, 2011

TABLE I - ALL INDUSTRIES IN ALBERTA
TABLE II - BY PRIVATE AND PUBLIC SECTORS
TABLE III - BY MAJOR INDUSTRY SECTORS

TECHNICAL NOTES

The sectors used for reporting purposes are: **Accommodation and Food Services; Administrative and Support, Waste Management and Remediation Services; Agriculture, Forestry, Fishing and Hunting; Arts, Entertainment and Recreation; Construction; Educational Services; Finance and Insurance; Health Care and Social Assistance; Information and Cultural Industries; Management of Companies and Enterprises; Manufacturing; Mining and Oil & Gas Extraction; Other Services (Except Public Administration); Professional, Scientific, & Technical Services; Public Administration; Real Estate and Rental and Leasing; Retail Trade; Transportation and Warehousing; Utilities; and Wholesale Trade.**

Coverage: The information on collective bargaining settlements and negotiations applies to unionized bargaining units of all sizes in Alberta. There are 1,468 collective bargaining agreements (CBAs) for 409,490 employees being monitored. A total of 90.9% of the CBAs and 80% of the unionized workforce are covered under the *Labour Relations Code*. The remaining CBAs filed with the department are covered by other Alberta legislation including the *Public Service Employee Relations Act, the Post-Secondary Learning Act* and the *Police Officers Collective Bargaining Act*. There are also some CBAs under the *Canada Labour Code* for Alberta employees being filed with Alberta Employment and Immigration.

Number of Employees: The employee count may change over the term of the CBA. The number of employees covered by an agreement is based on the number of employees reported at the time a CBA is filed with Alberta Employment and Immigration. The number of employees is updated if more current information is provided during the term of the CBA.

Settlement Data: Data presented by this publication reflects settlements **ratified** during a **given time period**. Settlement data is based on the percentage change over the term of the agreement, including any retroactive changes. **Settlement data does not reflect actual wage increases or decreases.**

Weighted Average Duration: The duration of each settlement is weighted by the number of employees covered by the agreement, and the average is calculated in months, for the settlement period.

Weighted Average Annual Compound Per Cent Change: This figure is calculated by: (1) deriving the average annual compound increase or decrease for the duration of each agreement for the MPG rate; (2) weighting this figure by the number of employees covered by the agreement; and (3) averaging all agreements received in the reporting time period. The percentage change includes settled wage reopeners.

Settlement Exclusions: Settlements not included in the weighted average annual (total) percent change calculations are those where: payment is based on a piece rate or mileage system, hours of work vary (eg. university and colleges faculty agreements), no previous agreement exists (eg. first agreements), MPG rate is probationary, supervisory or part time, no comparable job classifications can be found due to major changes in the wage schedule grid, or incomplete settlement data is obtained.

Data Revision: Settlement data are subject to revision each month as estimates (verbal information) are updated to actual collective agreements filed. The Alberta settlements for 2009, 2010 and 2011 year-to-date have been revised as of May 31, 2011.

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SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

June 2011

For the Period Ending: May 2011

TABLE I ALL INDUSTRIES IN ALBERTA

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Q 1	54	9,271	29.3	1.6	5.0
Q 2	18	17,474	47.0	0.1	0.4
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**72**	**26,745**	**40.9**	**0.6**	**2.0**
Q 1	94	17,060	26.5	2.8	6.6
Q 2	82	56,753	34.5	3.3	10.0
Q 3	60	10,571	32.3	2.9	7.8
Q 4	63	9,711	31.6	2.2	5.9
2010	**299**	**94,095**	**32.5**	**3.0**	**8.7**
Q 1	75	9,980	37.7	3.5	11.8
Q 2	82	32,293	32.1	2.9	7.9
Q 3	67	11,108	36.4	1.4	3.9
Q 4	71	9,606	26.1	3.4	6.8
2009	**295**	**62,987**	**32.8**	**2.8**	**7.6**
Q 1	102	53,765	49.2	3.9	16.8
Q 2	69	21,455	35.1	4.7	14.1
Q 3	67	49,569	39.4	4.5	15.3
Q 4	87	37,572	38.3	4.8	16.1
2008	**325**	**162,361**	**41.8**	**4.4**	**15.8**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

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SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

June 2011

For the Period Ending: May 2011

TABLE II BY PRIVATE AND PUBLIC SECTORS

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Private Sector					
Q 1	26	3,335	36.7	2.9	10.4
Q 2	13	17,274	47.3	0.1	0.3
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**39**	**20,609**	**45.6**	**0.6**	**1.9**
Q 1	54	8,035	24.3	1.3	3.3
Q 2	49	8,064	30.3	3.2	8.2
Q 3	45	6,431	37.0	2.7	8.8
Q 4	33	6,295	33.1	2.1	6.0
2010	**181**	**28,825**	**30.8**	**2.3**	**6.5**
Q 1	20	3,002	42.6	1.8	7.8
Q 2	42	11,698	41.5	2.0	8.4
Q 3	43	7,875	38.5	1.2	3.7
Q 4	42	7,070	25.4	3.8	7.2
2009	**147**	**29,645**	**37.0**	**2.2**	**6.8**
Q 1	30	24,903	42.0	4.6	17.5
Q 2	43	10,349	34.0	5.3	15.5
Q 3	34	5,954	33.6	5.6	16.2
Q 4	33	7,768	48.8	5.2	22.8
2008	**140**	**48,974**	**40.4**	**5.0**	**17.8**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Public Sector					
Q 1	28	5,936	25.2	0.8	1.9
Q 2	5	200	18.4	2.3	5.8
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**33**	**6,136**	**25.0**	**0.9**	**2.0**
Q 1	40	9,025	28.4	4.0	9.6
Q 2	34	48,971	35.2	3.3	10.2
Q 3	15	4,140	24.9	3.2	6.3
Q 4	30	3,416	28.7	2.5	5.8
2010	**119**	**65,552**	**33.3**	**3.3**	**9.7**
Q 1	55	6,978	35.5	4.3	13.5
Q 2	40	20,595	26.8	3.3	7.6
Q 3	24	3,233	31.3	1.9	4.4
Q 4	29	2,536	28.0	2.2	5.9
2009	**148**	**33,342**	**29.2**	**3.3**	**8.4**
Q 1	72	28,862	55.3	3.3	16.2
Q 2	26	11,106	36.1	4.2	12.8
Q 3	33	43,615	40.2	4.4	15.2
Q 4	54	29,804	35.6	4.7	14.4
2008	**185**	**113,387**	**42.4**	**4.2**	**15.0**

Source: Alberta Employment and Immigration
Integrated Bargaining Information System (IBIS)

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SETTLEMENTS FOR COLLECTIVE BARGAINING AGREEMENTS

June 2011

For the Period Ending: May 2011

TABLE III BY MAJOR INDUSTRY SECTORS

Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
Q 1	1	900	48.0	5.3	22.8
Q 2	1	143	48.0	1.5	6.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**2**	**1,043**	**48.0**	**4.8**	**20.5**
Q 1	2	74	41.8	3.2	9.6
Q 2	1	112	59.0	1.7	8.6
Q 3	0	0	0.0	0.0	0.0
Q 4	1	25	36.0	2.3	6.9
2010	**4**	**211**	**50.3**	**2.3**	**8.8**
Q 1	1	64	18.0	5.0	7.6
Q 2	0	0	0.0	0.0	0.0
Q 3	4	839	28.1	3.1	7.4
Q 4	5	234	34.1	3.3	9.9
2009	**10**	**1,137**	**28.8**	**3.2**	**7.9**
Q 1	2	178	59.1	4.9	26.8
Q 2	2	200	18.9	2.9	5.9
Q 3	3	272	36.0	4.9	15.6
Q 4	0	0	0.0	0.0	0.0
2008	**7**	**650**	**37.1**	**4.3**	**15.7**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Administrative And Support, Waste Management And Remediation Services					
Q 1	1	55	24.0	3.0	6.1
Q 2	1	80	5.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**2**	**135**	**12.7**	**1.2**	**2.5**
Q 1	1	25	24.0	1.5	3.0
Q 2	5	690	28.0	1.0	2.9
Q 3	3	436	47.9	4.5	18.8
Q 4	2	66	24.0	1.8	3.6
2010	**11**	**1,217**	**34.8**	**2.3**	**8.7**
Q 1	1	214	36.0	2.6	8.1
Q 2	1	24	22.0	1.1	2.0
Q 3	2	99	34.1	0.9	2.7
Q 4	0	0	0.0	0.0	0.0
2009	**4**	**337**	**34.4**	**2.0**	**6.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	80	36.0	8.7	28.5
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**80**	**36.0**	**8.7**	**28.5**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Agriculture, Forestry, Fishing And Hunting					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	15	25.0	0.0	0.0
Q 3	1	40	27.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2010	**2**	**55**	**26.5**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Arts, Entertainment And Recreation					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	2	26	28.2	2.1	4.9
Q 2	3	459	25.7	5.1	9.1
Q 3	4	112	34.4	2.9	9.1
Q 4	1	89	24.0	3.0	6.1
2010	**10**	**686**	**27.0**	**4.4**	**8.6**
Q 1	1	1	12.0	0.0	0.0
Q 2	7	325	35.6	0.7	1.4
Q 3	2	89	41.3	3.2	11.2
Q 4	1	200	24.0	2.0	4.0
2009	**11**	**615**	**32.6**	**1.5**	**3.7**
Q 1	1	80	24.0	2.5	5.0
Q 2	2	201	12.0	5.0	5.0
Q 3	2	115	38.3	5.2	18.0
Q 4	1	1	12.0	0.0	0.0
2008	**6**	**397**	**22.1**	**4.5**	**8.7**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Construction					
Q 1	6	525	25.9	1.6	3.7
Q 2	5	16,687	47.7	0.0	0.1
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**11**	**17,212**	**47.0**	**0.1**	**0.2**
Q 1	16	3,701	21.2	-0.2	0.4
Q 2	11	1,333	25.6	1.1	3.2
Q 3	6	518	27.0	0.3	0.9
Q 4	4	178	25.2	-1.0	-0.2
2010	**37**	**5,730**	**22.9**	**0.2**	**1.1**
Q 1	3	794	31.6	0.5	1.0
Q 2	14	3,272	24.7	1.0	2.1
Q 3	11	1,196	23.1	0.0	0.6
Q 4	12	3,443	22.2	4.1	6.4
2009	**40**	**8,705**	**24.1**	**2.1**	**3.5**
Q 1	7	7,175	41.8	7.8	30.3
Q 2	6	744	24.0	12.4	27.2
Q 3	4	1,052	41.3	6.0	22.2
Q 4	4	955	31.7	5.1	14.5
2008	**21**	**9,926**	**39.5**	**7.7**	**27.7**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Educational Services					
Q 1	5	4,858	24.1	0.6	1.2
Q 2	2	83	23.0	3.4	7.2
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**7**	**4,941**	**24.1**	**0.6**	**1.3**
Q 1	6	916	32.5	2.3	7.0
Q 2	7	399	28.0	1.4	3.4
Q 3	3	293	36.6	2.4	8.0
Q 4	10	2,279	27.7	2.2	4.8
2010	**26**	**3,887**	**29.5**	**2.2**	**5.4**
Q 1	7	720	34.4	3.7	10.8
Q 2	7	6,846	32.8	2.7	7.6
Q 3	6	1,541	27.8	1.2	1.8
Q 4	6	823	18.5	0.8	1.8
2009	**26**	**9,930**	**30.9**	**2.4**	**6.4**
Q 1	54	26,059	57.8	3.2	16.7
Q 2	12	8,888	36.9	3.6	11.2
Q 3	6	1,303	48.7	4.5	17.8
Q 4	15	2,912	42.7	3.0	11.4
2008	**87**	**39,162**	**51.7**	**3.4**	**15.1**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Finance And Insurance					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	2,045	24.0	1.5	3.0
Q 4	0	0	0.0	0.0	0.0
2010	**1**	**2,045**	**24.0**	**1.5**	**3.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	2	40	36.0	3.0	9.3
2009	**2**	**40**	**36.0**	**3.0**	**9.3**
Q 1	0	0	0.0	0.0	0.0
Q 2	2	9	36.0	5.7	18.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**9**	**36.0**	**5.7**	**18.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Health Care And Social Assistance					
Q 1	13	759	30.5	1.7	4.6
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**13**	**759**	**30.5**	**1.7**	**4.6**
Q 1	18	2,285	25.5	4.3	8.4
Q 2	13	45,059	36.1	3.4	10.6
Q 3	7	380	30.8	3.1	8.2
Q 4	14	881	31.2	2.8	7.5
2010	**52**	**48,605**	**35.4**	**3.4**	**10.4**
Q 1	26	4,274	35.2	5.1	15.8
Q 2	18	1,009	31.8	4.9	14.7
Q 3	10	1,418	33.9	2.8	6.7
Q 4	8	679	38.8	3.0	9.3
2009	**62**	**7,380**	**34.9**	**4.4**	**13.3**
Q 1	5	307	31.0	3.8	9.8
Q 2	8	8,243	35.6	5.1	16.1
Q 3	23	42,127	40.0	4.4	15.1
Q 4	24	23,826	35.3	5.0	15.3
2008	**60**	**74,503**	**38.0**	**4.7**	**15.2**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Information And Cultural Industries					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	5	126	46.6	1.6	6.8
Q 2	2	118	36.0	1.0	3.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2010	**7**	**244**	**41.5**	**1.3**	**5.0**
Q 1	2	77	36.0	3.8	11.9
Q 2	3	1,600	26.6	3.1	6.7
Q 3	0	0	0.0	0.0	0.0
Q 4	1	52	25.0	4.1	8.7
2009	**6**	**1,729**	**27.0**	**3.2**	**7.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	3	334	33.8	4.6	13.2
Q 3	0	0	0.0	0.0	0.0
Q 4	1	350	31.0	1.9	5.0
2008	**4**	**684**	**32.4**	**3.3**	**9.0**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Management of Companies And Enterprises					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2010	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**0**	**0**	**0.0**	**0.0**	**0.0**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Manufacturing					
Q 1	7	414	27.8	2.8	6.2
Q 2	5	377	35.8	1.5	4.7
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**12**	**791**	**31.6**	**2.2**	**5.4**
Q 1	15	1,049	27.5	1.7	4.0
Q 2	12	1,222	35.1	2.2	7.1
Q 3	16	1,413	31.9	2.6	6.5
Q 4	9	631	39.0	2.2	7.7
2010	**52**	**4,315**	**32.8**	**2.2**	**6.2**
Q 1	3	406	27.1	1.1	2.6
Q 2	10	1,660	37.1	1.0	3.0
Q 3	12	1,044	29.9	2.3	5.8
Q 4	15	1,002	40.2	1.7	6.5
2009	**40**	**4,112**	**35.0**	**1.5**	**4.5**
Q 1	8	1,384	36.2	5.9	18.1
Q 2	13	825	38.7	3.2	11.0
Q 3	13	1,603	37.9	5.3	17.1
Q 4	6	188	27.6	5.7	12.5
2008	**40**	**4,000**	**37.0**	**5.1**	**16.0**

Source: Alberta Employment and Immigration
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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Mining And Oil And Gas Extraction					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	2	518	24.3	3.2	6.6
Q 2	1	12	22.0	0.0	0.0
Q 3	2	2,964	39.0	3.2	10.9
Q 4	3	1,460	51.1	1.9	8.2
2010	**8**	**4,954**	**41.0**	**2.8**	**9.6**
Q 1	1	358	60.0	4.2	22.8
Q 2	2	2,500	54.1	2.8	13.4
Q 3	3	332	37.5	1.4	5.8
Q 4	1	23	29.0	0.0	0.0
2009	**7**	**3,213**	**52.8**	**2.8**	**13.6**
Q 1	2	1,952	58.6	5.0	27.1
Q 2	1	50	32.0	3.1	8.5
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**3**	**2,002**	**58.0**	**5.0**	**26.6**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Other Services (except Public Administration)					
Q 1	1	1	24.0	2.3	4.6
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**1**	**1**	**24.0**	**2.3**	**4.6**
Q 1	2	51	30.2	2.1	5.1
Q 2	2	64	30.4	2.8	7.3
Q 3	4	128	35.1	2.0	5.4
Q 4	3	1,732	24.6	1.4	2.9
2010	**11**	**1,975**	**25.6**	**1.5**	**3.3**
Q 1	1	25	24.0	0.0	0.0
Q 2	5	2,477	57.9	3.3	17.2
Q 3	2	80	24.0	1.8	3.7
Q 4	3	18	10.7	2.8	2.1
2009	**11**	**2,600**	**56.2**	**3.3**	**16.6**
Q 1	2	2,724	58.7	3.1	16.1
Q 2	6	90	27.5	5.7	13.3
Q 3	3	218	24.0	2.3	4.7
Q 4	1	45	24.0	11.8	25.0
2008	**12**	**3,077**	**54.8**	**3.3**	**15.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Professional, Scientific And Technical Services					
Q 1	1	50	36.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**1**	**50**	**36.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	1	80	24.0	3.6	7.2
Q 4	0	0	0.0	0.0	0.0
2010	**1**	**80**	**24.0**	**3.6**	**7.2**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	1,088	36.0	2.3	7.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**1**	**1,088**	**36.0**	**2.3**	**7.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	1	75	36.0	8.2	26.8
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2008	**1**	**75**	**36.0**	**8.2**	**26.8**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Public Administration					
Q 1	6	124	31.9	2.8	7.5
Q 2	1	3	48.0	6.3	27.4
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**7**	**127**	**32.3**	**2.8**	**7.9**
Q 1	13	3,917	26.9	4.5	10.7
Q 2	12	2,192	17.5	1.5	3.0
Q 3	1	1,197	24.0	5.4	11.1
Q 4	4	107	26.6	2.2	4.9
2010	**30**	**7,413**	**23.7**	**3.8**	**8.4**
Q 1	19	1,890	36.6	2.9	9.6
Q 2	9	9,358	24.0	3.7	7.5
Q 3	3	85	23.8	1.6	3.3
Q 4	10	985	29.1	2.8	6.9
2009	**41**	**12,318**	**26.3**	**3.5**	**7.8**
Q 1	10	1,654	35.8	5.0	15.7
Q 2	4	839	33.1	7.1	20.8
Q 3	3	105	25.9	5.1	11.7
Q 4	14	2,257	33.3	4.0	11.4
2008	**31**	**4,855**	**33.9**	**4.9**	**14.5**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Real Estate And Rental And Leasing					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	1	65	35.0	3.1	9.3
2010	**1**	**65**	**35.0**	**3.1**	**9.3**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2009	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	40	29.7	7.6	20.3
Q 4	0	0	0.0	0.0	0.0
2008	**2**	**40**	**29.7**	**7.6**	**20.3**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Retail Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	0	0	0.0	0.0	0.0
Q 2	2	3,094	28.6	5.1	12.4
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2010	**2**	**3,094**	**28.6**	**5.1**	**12.4**
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	2	3,030	51.0	0.0	0.0
Q 4	1	100	24.0	1.0	2.0
2009	**3**	**3,130**	**50.1**	**0.0**	**0.1**
Q 1	4	10,513	36.0	2.4	7.2
Q 2	1	62	38.0	3.8	12.5
Q 3	0	0	0.0	0.0	0.0
Q 4	6	4,846	58.3	4.7	24.9
2008	**11**	**15,421**	**43.0**	**3.1**	**12.8**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Transportation And Warehousing					
Q 1	10	764	36.1	1.0	3.1
Q 2	2	67	30.7	2.8	7.4
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**12**	**831**	**35.6**	**1.1**	**3.5**
Q 1	5	2,817	30.3	3.5	8.9
Q 2	4	354	31.0	2.7	8.2
Q 3	9	789	37.3	3.0	5.4
Q 4	6	372	36.0	2.5	7.8
2010	**24**	**4,332**	**32.1**	**3.2**	**8.1**
Q 1	7	721	46.5	1.4	6.2
Q 2	3	2,054	19.3	2.8	4.6
Q 3	8	1,054	34.2	3.0	8.6
Q 4	0	0	0.0	0.0	0.0
2009	**18**	**3,829**	**28.5**	**2.6**	**6.0**
Q 1	3	42	31.9	2.7	8.0
Q 2	4	308	36.0	7.7	25.1
Q 3	4	344	39.0	6.7	22.3
Q 4	10	524	35.1	6.0	19.1
2008	**21**	**1,218**	**36.3**	**6.5**	**21.1**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Utilities					
Q 1	3	821	34.9	3.2	9.8
Q 2	1	34	36.0	4.5	14.2
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**4**	**855**	**34.9**	**3.3**	**10.0**
Q 1	5	1,355	26.2	2.9	6.4
Q 2	2	1,212	36.7	4.1	13.2
Q 3	2	176	27.6	2.9	7.0
Q 4	4	1,798	25.3	3.1	6.7
2010	**13**	**4,541**	**28.7**	**3.3**	**8.3**
Q 1	2	77	26.0	2.2	4.9
Q 2	1	32	12.0	8.7	8.7
Q 3	1	120	48.0	2.2	9.2
Q 4	5	1,654	18.0	4.4	6.0
2009	**9**	**1,883**	**20.1**	**4.2**	**6.2**
Q 1	4	1,697	29.6	4.3	11.5
Q 2	1	6	35.0	3.6	10.7
Q 3	2	1,760	24.0	6.2	12.8
Q 4	3	1,233	25.0	4.6	9.9
2008	**10**	**4,696**	**26.3**	**5.1**	**11.6**

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Year	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Wholesale Trade					
Q 1	0	0	0.0	0.0	0.0
Q 2	0	0	0.0	0.0	0.0
Q 3	0	0	0.0	0.0	0.0
Q 4	0	0	0.0	0.0	0.0
2011	**0**	**0**	**0.0**	**0.0**	**0.0**
Q 1	2	200	30.0	1.0	2.6
Q 2	4	418	41.5	1.7	6.1
Q 3	0	0	0.0	0.0	0.0
Q 4	1	28	36.0	10.8	36.2
2010	**7**	**646**	**37.7**	**1.9**	**6.3**
Q 1	1	359	72.0	2.6	16.7
Q 2	1	48	36.0	2.7	8.2
Q 3	1	181	60.0	4.1	22.1
Q 4	1	353	42.0	6.4	24.2
2009	**4**	**941**	**56.6**	**4.3**	**20.1**
Q 1	0	0	0.0	0.0	0.0
Q 2	3	581	27.2	3.7	8.7
Q 3	1	550	36.0	4.1	12.9
Q 4	2	435	47.6	10.3	48.2
2008	**6**	**1,566**	**36.0**	**5.7**	**21.2**

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